

76-10179

30 SEP 1976

MEMORANDUM FOR THE RECORD

25X1A FROM : [REDACTED]
Chief, Career Management Group
Plans Staff, Operations Directorate

25X1A SUBJECT: Service as Junior Officer Board Member,
[REDACTED]

25X1A 1. [REDACTED] served as a regular member of the Junior Officer Board from July 1974 to July 1975 and this memorandum is intended not only to document his membership but also to express my thanks and appreciation for the thought, the time, and the effort he contributed to the Board's mission. As a member of the Junior Officer Board, [REDACTED] participated in the selection, training, and assignment of new DDO Officers, the reassignment of other junior professionals in the Directorate, and the evaluation and selection of clerical employees for assignment as professional careerists. These tasks require experience, perception, and good judgment at all times, but such qualities were especially needed during the recent, and continuing, period of transition in the Agency that has seen major changes in the DDO's mission, programs, and personnel. 25X1A

25X1A 2. [REDACTED] served on the Junior Officer Board as the representative from the Near East Division. As an experienced case officer and senior management official with the Near East Division, [REDACTED] was able to make a valuable contribution to the Board's consideration of personnel management problems and procedures, and his judgments were frequently an important factor in the decisions reached. His emphasis on demonstrated ability rather than assessed potential as a primary yardstick for measuring young professionals, and his willingness to support a minority view when favoring such position, made him one of the stronger members of the board. [REDACTED] judgments on new DDO candidates were thorough and perceptive, and generally among those most highly valued. 25X1A

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3. I again extend my thanks to [REDACTED] for his assistance in making the Junior Officer Board an effective and valuable part of the DDO personnel management system.

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[REDACTED] 25X1A